



## NOTICE

MEETING OF THE BOARD OF EDUCATION  
of the Regina School Division No. 4 of Saskatchewan

April 16, 2024, at 5:30 p.m.

Regina Public School Board Office – 1600 4th Avenue



Agenda available at  
[www.reginapublicschools.ca/agendas](http://www.reginapublicschools.ca/agendas)  
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## AGENDA

1. **Land Acknowledgment**
2. **Adoption of Agenda**
3. **Declaration of Conflict of Interest**
4. **Approval of Minutes of the Board Meeting of March 19, 2024**
5. **Celebrations**
6. **Delegations / Presentations**
  - a) Director's Report
7. **Standing Committee Reports**
8. **Decision Items**
  - a) Policy, Governance and Sustainability Planning Committee  
([pp. 1-4](#))

Darren Boldt, Director of Education/CEO,  
to comment.

Trustee Lacey Weekes to comment.

**9. Discussion Items**

- |   |  |
|---|--|
| a) Quarterly Finance Accountability Report<br>( <a href="#">pp. 5-8</a> )         | Ashley Kuntz, Superintendent of Business Services, to comment  |
| b) Quarterly Transportation Accountability Report<br>( <a href="#">pp. 9-11</a> ) | Ashley Kuntz, Superintendent of Business Services, to comment. |
| c) Long Service Reception Duties<br>( <a href="#">p. 12</a> )                     | Chair Sarah Cummings Truskowski to comment.                    |
| d) SSBA Spring General Assembly Summary   | Chair Sarah Cummings Truskowski to comment.                    |

**10. Next Meeting**

- |  |  |
|--|--|
| a) Planned Agenda Items for May 14, 2024 Board Meeting   |  |
| <ul style="list-style-type: none"><li>• Director's Report</li><li>• Organizational Culture and Diversity Committee</li><li>• Audit and Risk Management Committee</li><li>• Indigenous Education Advisory Council</li><li>• Preventive Maintenance and Renewal Plan</li><li>• Succession Planning Committee</li></ul> | <ul style="list-style-type: none"><li>• Annual Facilities Accountability Report and Capital Projects Update</li><li>• Shared Values Recognition Program Voting Protocol and Process</li><li>• 2023/24 OurSCHOOL Student Survey Results (closed session)</li><li>• 2024/25 Budget Development Update (closed session)</li></ul> |
| b) Agenda Requests   |  |
| c) Notices of Motion   |  |

**11. Information****12. Diversity Acknowledgment**

**13. Closed Session**

- a) 2024/25 Budget Development Update  
(enclosure) Naomi Mellor, Deputy Director of  
Division Services/CFO, to comment.
  
- b) Student Celebration in the Event of a Teachers’  
Strike Trustee Cindy Anderson to comment.
  
- c) Communication to Board Chairs  
(enclosure) Chair Sarah Cummings Truskowski to  
comment.
  
- d) Succession Planning Committee Update Chair Sarah Cummings Truskowski to  
comment.

**14. Rise and Report**

**15. Adjournment**



# REGINA BOARD OF EDUCATION

8a

**BOARD MEETING DATE:** APRIL 16, 2024

**TOPIC:** NEW BOARD POLICY 16 – EQUITY, DIVERSITY AND INCLUSION

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**FORUM**

- Open Session
- Closed Session

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**INTENT**

- Delegation / Presentation
- Decision
- Discussion
- Information

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**BACKGROUND**

The Policy, Governance, and Sustainability Planning Committee requested that Administration prepare a draft new Board Policy titled Equity, Diversity, and Inclusion. The purpose of this Board Policy is to outline the Board’s commitment and responsibilities related to equity, diversity, and inclusion.

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**CURRENT STATUS**

A draft Diversity, Equity and Inclusion Board Policy was presented at the February 27th meeting of the Policy, Governance, and Sustainability Planning Committee. The Committee requested further consultation with the Diversity Office regarding the policy.

Administration consulted with the Diversity Office and a [revised draft](#) was presented to the Committee Chair for review. After reviewing with other Committee members, it was recommended that this Policy be brought to the Board for discussion and decision.

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**COMMUNICATIONS**

The Board reviews all policies once every four-year term and through this process also identifies areas in which the Board should have new policies developed. The Board is committed to equity, diversity and inclusion and this new Board Policy outlines the Board’s commitment and responsibilities.

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**RECOMMENDATION**

That the Board review the draft policy, ask clarifying questions, and approve the policy with any required edits.

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**PROPOSED MOTION**

That the new Board Policy 16 *Equity, Diversity, and Inclusion* be approved as presented.

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**PREPARED BY**

Delaine Clyne, Supervisor of Strategic Supports

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**DATE**

April 8, 2024

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**ATTACHMENTS**

Yes  No

## EQUITY, DIVERSITY, AND INCLUSION

### 1. Background

- 1.1. Human Rights in Canada and Saskatchewan are articulated in several documents.
  - 1.1.1. The *United Nations Declaration of Human Rights*, *Declaration on the Rights of Indigenous Peoples*, and the *Convention on the Rights of the Child* are considered to be aspirational documents that have influenced and shaped legal documents related to human rights in Canada and Saskatchewan.
  - 1.1.2. The *Canadian Charter of Rights and Freedoms* and *The Saskatchewan Human Rights Code, 2018* outline and protect foundational legal rights.
- 1.2. In keeping with the spirit and intent of Article 26 of the *United Nations Universal Declaration of Human Rights*, the *United Nations Convention on the Rights of the Child*, the *Canadian Charter of Rights and Freedoms*, and *The Saskatchewan Human Rights Code, 2018*, the Regina Board of Education (“the Board”) upholds the fundamental principle that all persons are equal in dignity and rights.
- 1.3. The Board acknowledges that racism, in all its forms, including individual, institutional, cultural, and structural are embedded in society.
- 1.4. The Board will respond to and address all forms of discrimination and will enforce a model of zero-indifference towards incidents of discrimination.
- 1.5. This Board Policy is operationalized through Administrative Procedure 110 titled *Equity, Diversity and Inclusion*.

### 2. Guiding Principles

- 2.1. The Board is committed to the principles of equity, diversity, and inclusion and to ensuring safe, inclusive, equitable, and welcoming environments for all. The Board acknowledges that certain groups in society are treated inequitably because of systemic barriers, individual bias, racism, sexism, homophobia, transphobia, and oppression.
- 2.2. The Board values diversity of thought and experience and believes equity, diversity, inclusion, and a sense of belonging strengthen educational excellence, innovation, and facilitates positive student and staff experiences.
- 2.3. The Board is committed to supporting increased awareness and understanding that systemic and individual bias, racism, sexism, homophobia, transphobia, and oppression, exist within the Division, and may be perpetuated unless explicit, persistent, and determined action is taken to identify, challenge, and overcome them.

- 2.4. The Board is committed to the elimination of racism through answering the Calls to Action of the Truth and Reconciliation Commission that pertain to education and through anti-racism and anti-oppression employee professional development.
- 2.5. The Board is committed to a safe, inclusive, and equitable workplace for all employees regardless of real or perceived sexual orientations, gender identities, and gender expressions.

### 3. Definitions

- 3.1. Equity, diversity and inclusion as related to representation of the broader community means inclusivity of designated equity groups as described by the Saskatchewan Human Rights Commission (Indigenous Peoples, Persons with Disabilities, Visible Minorities, Women in Underrepresented Occupations) and Gender and Sexually Diverse individuals.
- 3.2. **Diversity** refers to the existence of variations of different characteristics in a group of people. These characteristics makes each person unique, such as cognitive skills and personality traits, along with the things that shape identity like race, age, gender, religion, sexual orientation, and cultural background. Valuing diversity is not simply acknowledging or tolerating different ideas, perspectives and identities but valuing the differences as a strength that needs to be fostered. The Division supports and encourages diversity through the identification and removal of barriers and biases, and the creation of workplaces and learning environments that are free of harassment and discrimination.
- 3.3. **Equity** is about fairness in access to education and employment and in the opportunity to succeed. Employment equity principles, policies, and practices enable equitable access, representation, opportunities, and meaningful participation of socially diverse people. Taking equity as a guiding principle means that the Division will respect and value the differences of our members by actively identifying and removing barriers, including structural barriers, to ensure that historically excluded groups have the same opportunity to fully flourish at Regina Public Schools.
- 3.4. **Inclusion** means that the Division values and cultivates full and meaningful engagement of historically and structurally marginalized and excluded individuals and groups. Inclusion refers to enabling all individuals in the workplace to have full participation in all aspects at Regina Public Schools including decision-making roles.

### 4. Responsibilities

- 4.1. All Regina Public Schools Trustees, Division leadership and staff share the responsibility for creating supportive and inclusive environments and for adhering to their specific responsibilities outlined in AP 110 *Equity Diversity and Inclusion* and related provisions in other Administrative Procedures.
- 4.2. All Board Trustees are responsible for:
  - 4.2.1. Fostering a culture that embraces equity, diversity, inclusion, and belonging.

- 4.2.2. Supporting and participating in education, training, and professional development to develop awareness, knowledge, skills, and attitudes necessary to support employees and students on issues regarding human diversity.
- 4.2.3. Modeling respect for all diversity and respecting the right to have personal beliefs, provided those beliefs do not harm or negatively impact the rights of others who may or may not share those beliefs.
- 4.2.4. Communicating policy expectations related to diversity, equity and inclusion to staff, students, and families.
- 4.2.5. Monitoring and improving policies and practices in support of equity to respect the inherent dignity and rights of the individual.
- 4.2.6. Reporting matters of harassment and discrimination in compliance with the Division's policies and procedures.
- 4.3. As outlined in Board Policy 3 *Role of the Trustee*, any complaints received by a Trustee must be directed to the Director of Education/CEO or designate.
- 4.4. As outlined in Board Policy 2 *Role of the Board*, the Board has a responsibility to provide a hearing of unresolved student and staff complaints of discrimination or harassment.

Reference: Sections 87 *The Education Act, 1995*  
Sections 10-13 *The School Division Administration Regulations*  
*The Saskatchewan Human Rights Code, 2018*  
*The Saskatchewan Employment Act*  
*The Occupational Health and Safety Regulations, 2020*  
*Criminal Code of Canada*  
*Canadian Charter of Rights and Freedoms*  
Calls to Action of the Truth and Reconciliation Commission  
*United Nations Universal Declaration of Human Rights*  
*United Nations Convention on the Rights of the Child*



BOARD MEETING DATE: APRIL 16, 2024

TOPIC: SECOND QUARTER FINANCIAL UPDATE

FORUM	INTENT
<input checked="" type="checkbox"/> Open Session	<input type="checkbox"/> Delegation / Presentation
<input type="checkbox"/> Closed Session	<input type="checkbox"/> Decision
	<input checked="" type="checkbox"/> Discussion
	<input type="checkbox"/> Information

**BACKGROUND**

Administration submits a quarterly financial update to the Board and a quarterly forecast to the Ministry of Education. The purpose of this item is to support the Board in its monitoring role over the financial condition of the School Division and associated risks and opportunities.

**CURRENT STATUS**

**Statement of Operations**

The Statement of Operations reports on the costs of services provided, the revenues recognized in the period and the difference between them. It also displays the surplus or deficit from operations during the period. The results of the Division’s second quarter for the period September 1, 2023 to February 29, 2024 are provided on both a cash and PSAB basis. PSAB recognizes actuals relates to PSAB recognizing amortization, capital assets (equipment, furniture, buildings, etc.) purchases as assets, and debt repayments as a liability.

Based on Quarter Two forecasted results, the Statement of Operations show an operating surplus on a cash basis of \$1.1M, approximately \$1.6M higher than the \$565K budgeted cash deficit. This is due to:

Revenues

- French Language grant higher than budgeted.
- Lower tuition revenue for international students.
- Lower revenues from noon supervision fees.
- Lower operating grant for the Division (\$348K) due to lower student enrolment than projected. Associate Schools operating grant increased by \$457K.

Expenses

- Salary savings due to STF job action. Note that we have not yet received final direction regarding strike savings from the Ministry of Education.
- Planned spending down of the Preventive Maintenance and Renewal reserve of \$216K.
- Higher than projected expenses for caretaking supplies and contracted services.
- Higher than budgeted expenses for transportation.
- Higher than budgeted expenses relating to substitute costs and supervision.
- Higher than budgeted expenses for the Fall 2024 election.



Excluding the teacher strike savings to date, the projected cash deficit would be \$1.8M or \$1.3M higher than the 2023-24 Budget.

**Tangible Capital Assets**

Tangible capital assets as at February 29, 2024 are forecast to be under budget, with continued uncertainty around the pace and timing of construction of capital projects such as the new Harbour Landing School build and lower projected technology renewal.

	<b>2023-24 Budget</b>	<b>Actuals as of February 29, 2024</b>	<b>2023-24 Forecast</b>
<b>Tangible Capital Assets</b>			
Assets Under Construction <i>(Note 1)</i>	15,921,000	4,688,313	13,979,000
Computer Hardware & Audio Equipment	1,607,000		700,000
Computer Software	35,000	34,500	35,000
Furniture and Equipment	575,300		575,300
<b>Total</b>	<b>18,138,300</b>	<b>4,722,813</b>	<b>15,289,300</b>

*Note 1*

	<b>2023-24 Budget</b>	<b>2023-24 Actuals as of February 29, 2024</b>
<b>Capital Projects</b>		
Imperial School/St. Peter School Rebuild	7,050,000	3,555,402
Argyle School/St. Pius School Rebuild	3,142,000	731,259
Campbell Collegiate Foundation	3,750,000	-
New Harbour Landing School	1,979,000	6,117
Dr. A.E. Perry portable	-	395,536
<b>Total</b>	<b>15,921,000</b>	<b>4,688,314</b>

**Risks and Opportunities**

- ✓ Overall, we are forecasting to be under budget; however, this is due to STF strike day salary savings. At this time, we are unable to re-direct the savings to other areas.
- ✓ The forecast process may identify potential areas of savings that can be redirected to areas of pressures (see below).
- X The Division has identified risk areas where actuals differ from budget and we continue to monitor. Those areas include:
  - Capital grants (which depend on the pace of the projects).
  - Noon supervision revenue (increases were implemented in the Fall but actual revenues currently are short of budget estimates due to slower than anticipated high school registrations).
  - Supervision costs (which were reduced in the budget, and have required some adjustment to respond to individual school circumstances).
  - Substitute costs (always a risk area, with staff absence costs trending slightly lower than last year but still above historical levels).
  - Transportation (base budget pressures along with intensive support student transportation needs).
  - Utilities is an area of risk; however, we are forecasting to generally be on budget.

Administration continue to monitor these areas throughout the year.

- X Successive deficits mean that reserves are depleted and the Division has less room to absorb financial impacts of higher than budgeted spending or lower than budgeted revenues. Without sufficient reserves to act as a shock absorber, and if faced with higher costs or lower funding, the Division will need to adjust operations and spending in-year.

X Information reported is on a cash basis and has not been audited and some amounts have been estimated.

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**COMMUNICATIONS**

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The School Division continues to strive to manage within the 2023-24 budget.

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**RECOMMENDATION**

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That the Board review and discuss the attached [Quarterly Financial Update](#).

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**PREPARED BY****DATE****ATTACHMENTS**

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Ashley Kuntz, Superintendent of Business Services  
Naomi Mellor, Deputy Director of Division Services/CFO

April 9, 2024

Yes  No

**Regina School Division No. 4  
Statement of Operations (unaudited)  
for the period September 1 to August 31**

	AUDITED FINANCIAL STATEMENTS		PSAB BASIS		CASH BASIS		VARIANCE		Explanation of Variance
	2022-23		2023-24		2023-24		2023-24 Forecast to Budget CASH		
	Budget	Actuals	Budget	Actuals	Budget	Actuals	Budget	Forecast	
<b>REVENUES</b>									
Operating Grants	254,583,360	247,316,153	264,782,183	121,945,574	248,861,183	121,429,787	248,800,249	(60,934)	0.0%
Tuition and Related Fees	969,000	441,770	969,000	523,759	969,000	523,759	880,000	(89,000)	-9.2%
School Generated Funds	4,120,000	4,722,348	4,786,000	3,389,476	4,786,000	3,389,476	4,426,000	(360,000)	-7.5%
Complementary Services	4,307,240	4,559,244	4,544,124	2,873,282	4,544,124	2,873,282	4,587,362	43,238	1.0%
External Services	12,201,716	12,259,269	12,440,675	6,593,007	12,440,675	6,593,007	12,897,962	457,287	3.7%
Other	1,898,400	5,001,095	2,546,400	1,788,619	2,546,400	1,788,619	2,546,400	0	0.0%
<b>Total Revenues</b>	<b>278,079,716</b>	<b>274,299,879</b>	<b>290,068,382</b>	<b>137,113,717</b>	<b>274,147,382</b>	<b>136,597,930</b>	<b>274,137,973</b>	<b>(9,409)</b>	<b>0.0%</b>
<b>EXPENSES</b>									
Governance	622,745	673,109	617,032	327,290	615,832	326,690	761,268	145,436	23.6%
Administration	7,555,914	7,204,059	7,401,014	3,257,557	7,346,014	3,230,057	7,076,286	(269,728)	-3.7%
Instruction	191,605,693	200,398,171	200,295,037	115,649,934	198,949,270	113,755,938	196,195,124	(2,754,146)	-1.4%
Plant	42,260,029	47,772,832	42,885,943	17,467,047	33,978,159	15,211,351	34,330,271	352,112	1.0%
Transportation	8,849,392	9,526,021	9,749,624	4,888,441	9,580,824	4,804,041	10,118,500	537,676	5.6%
Tuition and Related Fees	355,000	313,442	300,000	135,537	300,000	135,537	300,000	0	0.0%
School Generated Funds	3,686,906	4,770,066	3,701,000	2,330,496	3,550,000	2,255,214	3,550,000	0	0.0%
Complementary Services	5,828,768	5,899,196	5,956,434	3,857,139	5,921,205	3,835,024	5,787,357	(133,848)	-2.3%
External Services	12,201,716	12,254,068	12,451,655	7,274,212	12,451,655	7,274,212	12,897,962	446,307	3.6%
Other Expenses	721,906	1,480,805	981,341	319,723	2,019,860	1,010,645	2,019,860	0	0.0%
<b>Total Expenses</b>	<b>273,688,069</b>	<b>289,991,769</b>	<b>284,339,079</b>	<b>155,507,375</b>	<b>274,712,818</b>	<b>151,838,709</b>	<b>273,036,628</b>	<b>(1,676,190)</b>	<b>-0.6%</b>
<b>Operating (Deficit) Actual</b>	<b>4,391,647</b>	<b>(15,691,890)</b>	<b>5,729,303</b>	<b>(18,393,658)</b>	<b>(565,436)</b>	<b>(15,240,780)</b>	<b>1,101,345</b>	<b>1,666,781</b>	



# REGINA BOARD OF EDUCATION

9b

**BOARD MEETING DATE: APRIL 16, 2024**

**TOPIC: QUARTERLY TRANSPORTATION REPORT**

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**FORUM**

- Open Session
- Closed Session

**INTENT**

- Delegation / Presentation
- Decision
- Discussion
- Information

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**BACKGROUND**

Each quarter, Administration provides to the Board a transportation update that offers information about transportation services provided to the students of Regina Public Schools.

The attachment provides a snapshot of data per the Ministry of Education’s reporting policy and the narrative in this memo highlights current issues, initiatives and progress in providing safe and efficient transportation services to students. This year’s report is updated to add data on student ride times as an additional performance indicator.

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**CURRENT ISSUES**

As we end the second quarter of the fiscal year, the following are some of the key transportation issues and updates:

- The number of students using transportation services at the end of the second quarter has decreased by 80 due to students leaving the Division or no longer requiring transportation services. The number of transportation students overall has increased by 79 from the end of the 2022-23 school year.
- The number of school bus routes and school buses remain the same; light transportation vehicles have increased by two because of increased student numbers.
- The second quarter has seen STF job action resulting in full strike days with no transportation services, withdrawal of noon supervision with transportation services being altered to an early dismissal for transported students, and withdrawal of extra-curricular which did not impact regular transportation. The latest STF job action announcement (April 5, 2024) has resulted in morning transportation services being adjusted by 15-20 minutes later in the morning to accommodate limited supervision times and an early dismissal of transportation students due to no noon supervision.
- 2023-24 year is the final year of a three-year preferred agreement with the Division’s light vehicle vendors. Administration is currently reviewing vendors proposals and agreements will be in place for the 2024-25 school year.
- The Division continues to monitor compliance with agreements for both the school bus contractor, Warner Transportation, and light vehicle transportation contractors. All contractors are in compliance.

- The Division continues to monitor and analyze transportation costs to ensure efficiencies and cost savings in both contracted school bus and light vehicle transportation, but pressures remain, particularly in light vehicles.

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**COMMUNICATIONS**

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Administration continues to monitor bus routes and intensive supports transportation to sustain service levels while managing costs.

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**RECOMMENDATION**

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That the Board review and discuss the attached [Transportation Update](#).

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**PREPARED BY****DATE****ATTACHMENTS**

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Ashley Kuntz, Superintendent of Business Services

April 8, 2024

Yes  No

**Regina Public Schools  
Transportation Performance Information Report**

Performance Indicator	1-Mar-24	23-Nov-23	31-May-23
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**Total students transported**

School Bus	4534	4616	4464
Light Vehicle Vendor	412	410	427
	<b>4946</b>	<b>5026</b>	<b>4891</b>

**Number of transportation routes (AM & PM )**

School Bus	238	238	238
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**Number of vehicles in use on a daily basis**

School Bus	81	81	82
Light Vehicle Vendor	75	73	79
Division Vans	3	3	3

**Number of unfilled routes**

**Route cancellations:**

Mechanical	0	0	0
Weather: wind chill -45	1	0	0
Weather: wind chill -40 (wheelchair students)	1	0	0
No substitute driver	0	0	0
Other	0	0	0

**Average age of contractor school bus fleet (in years)**

<b>3</b>	<b>3</b>	<b>3</b>
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**Capacity utilized on bus (average)**

104.4%	105.9%	99.31%
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**Route Length (in minutes)**

Longest route	55 min	54 min	50 min
Shortest route	8 min	7 min	10 mins

**Student Ride Time(in minutes)**

*Note - students may only ride one way*

<b>AM</b>			At the time of the report, ride time data was not available due to technical issues with the software provider.
<15 MIN	3429	3485	
16-25 MIN	724	735	
26-35 MIN	260	267	
36-45 MIN	105	111	
>46 MIN	14	9	
<b>TOTAL</b>	<b>4532</b>	<b>4607</b>	
<b>PM</b>			
<15 MIN	3123	3139	
16-25 MIN	1019	1066	
26-35 MIN	283	309	
36-45 MIN	102	104	
>46 MIN	37	27	
<b>TOTAL</b>	<b>4564</b>	<b>4645</b>	

**Accidents**

Reported to SGI	7	2	8
Minor (not reported to SGI)	6	3	5

**Emerging issues**

*(main issues or challenges facing the transportation departments at this time)*

Contractor has expressed concerns over driver shortages.
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# REGINA BOARD OF EDUCATION

9c

**BOARD MEETING DATE: APRIL 16, 2024**

**TOPIC: LONG SERVICE RECEPTION**

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**FORUM**

- Open Session
- Closed Session

**INTENT**

- Delegation / Presentation
- Decision
- Discussion
- Information

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**BACKGROUND**

The 2024 Long Service Reception will take place on Thursday, June 13, 2024 in the Convention Hall, Conexus Arts Centre. Every year, trustees take on presentation roles for the Long Service Reception. Trustees may choose which role they wish to take on, but the Chair is the Master of Ceremonies. Only the Master of Ceremonies and those reading out the names of the new 25-year members and superannuates are expected to speak.

MC speaking points and a detailed program and script for the evening will be provided prior to the event.

The purpose of this item is to assign roles to Board members.

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**CURRENT STATUS**

Roles to be determined:

<b>Master of Ceremonies</b>	Sarah Cummings Truskowski
<b>Remarks from the Board</b>	Sarah Cummings Truskowski
<b>Presentation of Gifts</b> (to new 25-year club members)	_____ (introduces recipients) _____ _____
<b>Presentation of Certificates/Pins</b> (to new retirees)	_____ (introduces recipients) _____ _____
<b>Director’s Remarks</b>	Darren Boldt
<b>Response</b> (on behalf of all retirees)	_____

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**RECOMMENDATION**

That the Board determine the above-noted roles for the Long Service Reception.

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**PREPARED BY**

Cathy Wall, Communications Assistant

**DATE**

April 3, 2024

**ATTACHMENTS**

Yes  No